Government of Saskatchewan

Annual Report 1998 - 1999

Saskatchewan Women's Secretariat

100-04581/

TABLE OF CONTENTS

Minister's Letter of Transmittal 2

Executive Co-ordinator's Letter of Transmittal 3

Legislated Mandate 4

Mission 4

Strategic Goals 4

Priority Leadership Objectives 4

Values 6

Highlights 7

Organization Chart 10

The Status of Women 11

Programs 16

- Research and Policy Development 16
- Communications and Public Education 20
- Women's Community Liaison 25

Financial Statement 27

Financial Declaration 28

Integrating Diversity 29

Definitions 30

LETTERS OF TRANSMITTAL

His Honour the Honourable Jack Wiebe
Lieutenant Governor
Province of Saskatchewan

Your Honour,

I have the honour of submitting the annual report of the Women's Secretariat for the period April 1, 1998 to March 31, 1999.

Respectfully submitted,

Joanne Crofford

Joanne Crofford
Minister Responsible for the
Status of Women

LETTERS OF TRANSMITTAL

Honourable Joanne Crofford
Minister Responsible for the Status of Women

Dear Ms. Crofford:

I have the honour of submitting the annual report of the Women's Secretariat for the period April 1, 1998 to March 31, 1999.

Respectfully submitted,

Faye Rafter
Executive Co-ordinator
Saskatchewan Women's Secretariat

Legislated Mandate

The Minister Responsible for the Status of Women has responsibility for the following acts:

The Women's Affairs Act
The Family and Community Services Act

Under these Acts, the Saskatchewan Women's Secretariat is responsible for providing leadership to government on policy directions affecting the status of women. The Secretariat is also responsible for establishing and maintaining communication with the women's community and ensuring the Minister is advised of issues and concerns.

Mission

The mission of the Women's Secretariat is to work with others to promote social change to achieve social, economic and political equality for women.

The Saskatchewan Women's Secretariat is a stand-alone agency of government.

The Secretariat reports directly to the Minister Responsible for the Status of Women.

Strategic Goals

1. Provide leadership to government on policy directions affecting the status of women.

2. Develop and promote policies, programs and activities to enhance women's social and economic well-being.

Priority Leadership Objectives

- conduct research and policy analysis on issues that affect women;
- have representation on the Management Committee of Deputy Ministers;
- consult and liaise with the women's community, and advise government of their issues and concerns.

- develop and implement programs to assist women's organizations in meeting the needs of their stakeholders;
- partner with other government departments and agencies, as well as women's organizations, on projects that support women;
- liaise with federal-provincial/territorial counterparts to exchange information and to work on national issues.

3. Increase public awareness and understanding of those realities that directly impact women.	- develop and deliver workshops on a variety of subject areas that affect women; - conduct public relations activities such as special events, public speaking, and participation in displays and exhibitions; - develop information materials and distribute them to stakeholder groups and respond to individual requests; - sponsor conferences, information meetings and special events and activities for women and women's organizations; - work with the media to communicate with the public.
4. Work to ensure policies and programs are developed with consideration for the differential impact they will have on women and men, as well as diverse groups of women.	- review government policies, legislation and programs in their development, for impacts on women and recommend changes; - develop policy tools to assist decision-makers in understanding gender-inclusive analysis to ensure gender equity; - develop an internal understanding of diversity.
5. Integrate issues impacting women into the government decision-making process.	- participate on a variety of interdepartmental committees to bring women's perspectives to the table; - develop opportunities for decision-makers to learn how to use policy tools that help identify specific needs of women.
6. Establish and maintain effective communication with women and women's organizations.	- maintain and update the Women's Secretariat web site; - hold information meetings, workshops and consultation sessions; - participate in events and activities sponsored by women's organizations; - conduct informal surveys of women's organizations on specific issues or concerns; - provide networking opportunities for women's organizations.

Values

The Women's Secretariat has adopted the following values to guide its work practices.

Work Co-operatively with Others

- Partnering with government departments and agencies, federal ministries, women's organizations and groups concerned with issues affecting women and their families.

Strive to Improve Women's Lives

- Ensuring women's needs are reflected in government policies and programs; seeking opportunities to enhance equality for women; determining the root causes of women's inequality; and working towards long-term solutions to end discrimination.

Respect Diversity

- Soliciting input from a wide spectrum of women's organizations and individuals, respecting their right to varied opinions on issues and not prejudging the results of consultation.

Gender Equity

- Examining issues from a gender sensitive perspective, and supporting actions and organizations promoting equity for women.

Non-Violence

- Supporting organizations and actions which promote safe communities for women.

1998-99 HIGHLIGHTS

Ordinary Lives - Extraordianry Women: Celebrating Rural and Farm Women in Saskatchewan

A special initiative of the Secretariat over the past year has been to highlight the social, economic and political contributions made by rural and farm women in Saskatchewan, both current and historical. It also included a partnership component to assist key rural and farm women's organizations to network and communicate information pertaining to common issues facing them.

The initiative included the development of a historical poster and companion piece highlighting some of Saskatchewan's pioneer women whose ordinary lives were made extraordinary through the strength and conviction of their contributions to home and community.

Partnership funding was also provided to key rural and farm women's groups to help them provide relevant information on issues of concern to their respective memberships.

The Secretariat hosted a forum for representatives of the Women's Committee of the National Farmers Union, the Saskatchewan Women's Agricultural Network and the Saskatchewan Women's Institutes to discuss issues of common concern and to develop collective strategies for action.

The project will be completed in the next fiscal year when a resource document profiling current rural and farm women from across the province is published.

Women's Organizations On Line: An Internet Access and Training Program

Ninety-one community-based organizations serving Saskatchewan women received grants under this two-year initiative.

Grants were used to purchase computer hardware, Internet connections and software; and to organize Internet training for members, staff, clients and volunteers. A basic grant of $7,000 was provided, and an additional allowance of $2,000 was available for exceptional circumstances.

To qualify, groups had to be non-profit, with a primary mandate to provide services to women and/or work towards equality for women.

Of the 91 grants provided, 52 per cent were awarded to groups outside the cities of Regina and Saskatoon. Most of these groups serve rural clients. Of all the groups that received grants: 21 per cent primarily serve First Nations women; 20 per cent primarily serve Metis women; 9 per cent primarily serve immigrant and visible minority women; and 3 per cent primarily serve women with disabilities.

1998-99 HIGHLIGHTS

The organizations are well distributed across the province – from Black Lake to Estevan, and Lloydminster to Creigton.

Many organizations have provided positive feedback on the program and its benefit to women. The Internet can help break down barriers of isolation; groups can save time and money on communications by holding meetings on line; and groups can also share information, track down the latest research, and promote the work of their organizations. Hence the program enhanced the capacity of the groups to respond to members' concerns and work towards their goals.

This two-year program of $775,000 was completed at the end of March 1999.

Pay Equity Policy Expansion

The Women's Secretariat was instrumental in developing and expanding the government's Equal Pay for Work of Equal Value and Pay Equity Policy Framework into the health sector. This initiative now includes approximately 60,000 employees who work for government departments, Crown corporations and agencies, SIAST, the regional college system and the health sector.

The Policy Framework establishes standards for workplaces implementing pay equity. These standards require:

- a jointly negotiated, gender neutral job evaluation system;
- wage adjustments of not less that one per cent per year; and
- payouts that are separate from the regular, general increases negotiated through the collective bargaining process.

As of March 31, 1999, some of the largest public sector employers have negotiated and are implementing pay equity and internal equity. Executive government concluded their negotiations in June 1998. Also concluding their negotiations in 1998-99 fiscal year were: Casino Regina (out-of-scope), SaskTel, and Saskatchewan Government Insurance (out-of-scope).

Pay equity is an important element in the enhancement of women's social and economic well-being.

Capacity Building for Saskatchewan Women's Organizations

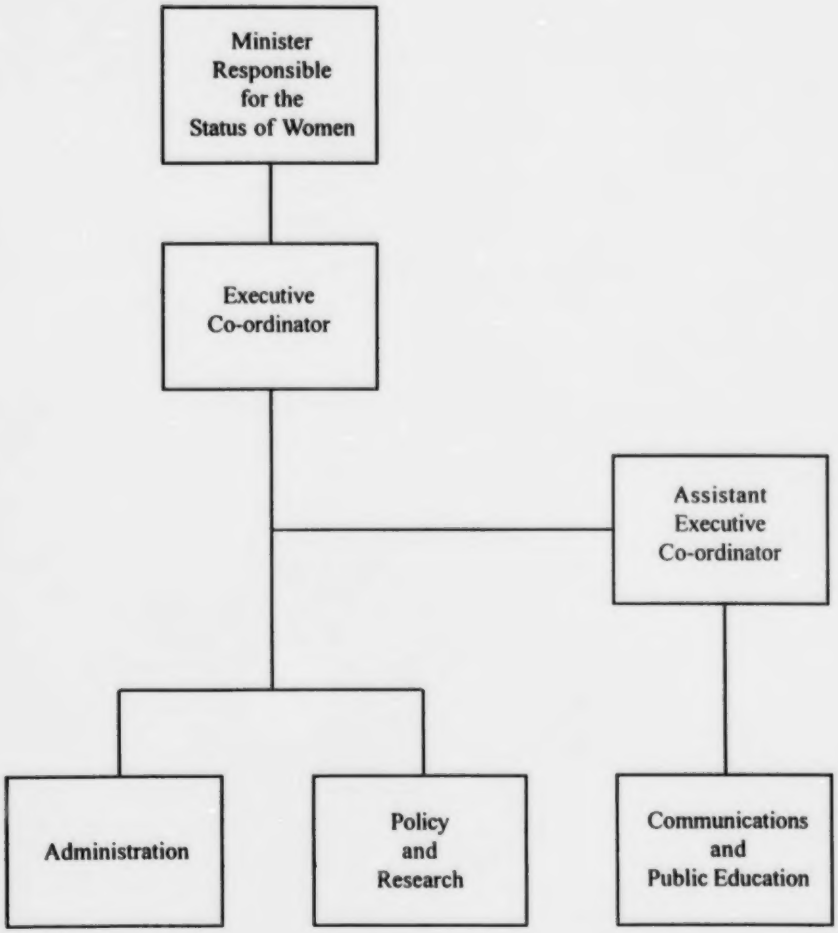
The Saskatchewan Women's Secretariat has focused on helping women's organizations to enhance their ability to fulfill their mandates.

Government decision-making workshops were developed and delivered to women's groups in Regina, Prince Albert and Saskatoon. Issues explored included an examination of the decision-making processes in government, how government is structured, and the mechanics of effectively presenting issues to government.

1998-99 HIGHLIGHTS

Subsequent to the workshops, the Secretariat and Status of Women Canada co-facilitated a session for the Annual General Meeting of the Aboriginal Women's Council of Saskatchewan in Prince Albert, on "How to Write a Funding Proposal".

ORGANIZATION CHART



M121

IMPORTANT NOTE CONCERNING THE FOLLOWING PAGES

THE PAGES WHICH FOLLOW HAVE BEEN FILMED TWICE IN ORDER TO OBTAIN THE BEST REPRODUCTIVE QUALITY

USERS SHOULD CONSULT ALL THE PAGES REPRODUCED ON THE FICHE IN ORDER TO OBTAIN A COMPLETE READING OF THE TEXT.

REMARQUE IMPORTANTE CONCERNANT LES PAGES QUI SUIVENT

LES PAGES SUIVANTES ONT ÉTÉ REPRODUITES EN DOUBLE AFIN D'AMÉLIORER LA QUALITÉ DE REPRODUCTION

LES UTILISATEURS DOIVENT CONSULTER TOUTES LES PAGES REPRODUITES SUR LA FICHE AFIN D'OBTENIR LA LECTURE DU TEXTE INTÉGRAL

micromedia
a division of IHS Canada

20 Victoria Street
Toronto, Ontario M5C 2N8
Tel.: (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

THE STATUS OF WOMEN

Earnings, Income and Savings

Women working in the paid labour force earn less than their male counterparts, are more likely to work part-time, and tend to make career choices that accommodate their family responsibilities. Consequently, women are more vulnerable to poverty in their working years, contribute less to pension plans, and have less ability to save for retirement.

- In Saskatchewan in 1997, the average income received by women working full-time, full-year, was $26,251 compared to $35,808 for men.
- In 1997, the labour force participation of women aged 25 to 54 was 80 per cent, compared to 94 per cent for men the same age. Of those women who were employed, 73 per cent were full-time and 27 per cent were part-time.
- The number of unemployed women aged 25 to 54 dropped by 21 per cent between 1989 and 1997; the number of women in this age group working full-time increased 15 per cent, while women working part-time increased one per cent.
- In 1997, over 200,000 people in Saskatchewan contributed to Registered Retirement Savings Plans (RRSP); 43 per cent were female. The median RRSP contribution in 1997 was $2,000 for women and $3,000 for men.
- In Saskatchewan in 1997, women working full-time, full-year earned on average $26,251 compared to $35,808 for men. In other words, women earned about 73 cents for every dollar earned by their male counterparts.

Women in Business

Women-led businesses are a vital and fast-growing segment of Saskatchewan's economy. More than one in four Saskatchewan businesses are owned or operated by women.

- Women are starting businesses at more than twice the national average and creating jobs at four times the average rate.
- Women in Saskatchewan own or operate about 26 per cent of businesses and employ almost 90,000 people.
- Canadian women entrepreneurs provide jobs for more than 1.7 million people, which is more than the Canadian Business Top 100 combined. Sales generated by these businesses totalled over $230 billion in 1997.

THE STATUS OF WOMEN

Earnings, Income and Savings

Women working in the paid labour force earn less than their male counterparts, are more likely to work part-time, and tend to make career choices that accommodate their family responsibilities. Consequently, women are more vulnerable to poverty in their working years, contribute less to pension plans, and have less ability to save for retirement.

- In Saskatchewan in 1997, the average income received by women working full-time, full-year, was $26,251 compared to $35,808 for men.

- In 1997, the labour force participation of women aged 25 to 54 was 80 per cent, compared to 94 per cent for men the same age. Of those women who were employed, 73 per cent were full-time and 27 per cent were part-time.

- The number of unemployed women aged 25 to 54 dropped by 21 per cent between 1989 and 1997; the number of women in this age group working full-time increased 15 per cent, while women working part-time increased one per cent.

- In 1997, over 200,000 people in Saskatchewan contributed to Registered Retirement Savings Plans (RRSP); 43 per cent were female. The median RRSP contribution in 1997 was $2,000 for women and $3,000 for men.

- In Saskatchewan in 1997, women working full-time, full-year earned on average $26,251 compared to $35,808 for men. In other words, women earned about 73 cents for every dollar earned by their male counterparts.

Women in Business

Women-led businesses are a vital and fast-growing segment of Saskatchewan's economy. More than one in four Saskatchewan businesses are owned or operated by women.

- Women are starting businesses at more than twice the national average and creating jobs at four times the average rate.

- Women in Saskatchewan own or operate about 26 per cent of businesses and employ almost 90,000 people.

- Canadian women entrepreneurs provide jobs for more than 1.7 million people, which is more than the Canadian Business Top 100 combined. Sales generated by these businesses totalled over $230 billion in 1997.

Lone Parent Women

The proportion of lone parent families in Canada is the same today as it was in 1931. But the main reason for lone parenthood is different today. In the first half of the century, lone parenthood was most often the result of a spouse's death. Today, divorce and separation account for more than half of lone parent families.

- The 1996 Census reports that there are 34,930 lone parent families in Saskatchewan; 29,290 led by women and 5,640 led by men. Roughly eight out of 10 lone parent families are headed by a woman.
- Between 1990 and 1995, the average income of lone parent families declined. In 1995, the average family income for female-led lone parent families was $24,165 compared to $35,978 for male-led lone parent families.
- In 1996, about half of all Aboriginal children in Regina and Saskatoon lived with a single parent, most often a mother.
- Lone parent families make up 21 per cent of all families with children aged 6 to 17, and 14 per cent of all families with children under age 6.

Violence Against Women

Violence against women in the home, in the workplace, and in society is widespread. One in four women in Saskatchewan has experienced violence at the hands of a current or former spouse. Domestic violence is not restricted to any economic class or cultural group.

- Rates of violence are known to be the highest for young women between the ages of 18 and 24.
- Boys who witness their mothers being assaulted have a much higher risk of behaviour problems, such as aggression with peers, destructive behaviour and conflict with the law, while girls often become victims of abuse themselves.
- Approximately 80 per cent of victims of criminal harassment or stalking in 1996 were women.
- In the Aboriginal community, it is estimated that as many as 60 to 70 per cent of family violence and sexual assault crimes are unreported. About 57 per cent of women who use shelters are Aboriginal.
- The reported rate of violence against women in rural Saskatchewan is 5 per cent compared to 11 per cent in urban centres.
- The majority of date and acquaintance rape victims are young women aged 16 to 24. In Saskatchewan, about 15 per cent of women reported violence at the hands of a date or boyfriend.

Unpaid Work

Women's domestic labour is essential to society, yet it is largely ignored. Women spend more time than men doing unpaid work such as housework, child care and senior care.

- In Saskatchewan in 1996, Aboriginal women were more likely than their non-Aboriginal counterparts to spend substantial amounts of time caring for both children and seniors.

- Many Saskatchewan women reported spending 60 or more hours per week in unpaid child care: 38 per cent of on-reserve First Nations women; 29 per cent of off-reserve First Nations women; 24 per cent of Metis women; and 12 per cent of non-Aboriginal women.

- In 1996 in Saskatchewan, 5,060 of the reported 6,840 unpaid family workers were women.

- Statistics Canada estimates that in 1992, the economic value of unpaid work done in the home by women was between $152 and $188 billion.

Farm Women

Farm women are increasingly being recognized for the important contributions they make to the social and economic fabric of Saskatchewan.

- Of the total number of farm operators in Saskatchewan in 1996, 14,610 (20 per cent) were women, and 58,315 were men.

- Female farm operators, on average, have a higher level of education than male operators. Female operators are slightly more likely to be involved in livestock and specialty farms, whereas male farm operators are more highly represented in grain farming.

- The average age of Saskatchewan farm operators in 1996 was 47.5 years for women and 49.4 years for men. The average age of women working in the general population is 38.5 years, a difference of almost 10 years.

- In 1996, farm women in Saskatchewan were more likely to provide unpaid child care (52 per cent compared to 45 per cent) and senior care (31 per cent compared to 24 per cent) than the general female population.

- Off-farm employment increased for both men and women between 1990 and 1995. However, a higher percentage of female farm operators (38 per cent) than male farm operators (29 per cent) reported working off the farm in 1995.

Lone Parent Women

The proportion of lone parent families in Canada is the same today as it was in 1931. But the main reason for lone parenthood is different today. In the first half of the century, lone parenthood was most often the result of a spouse's death. Today, divorce and separation account for more than half of lone parent families.

- The 1996 Census reports that there are 34,930 lone parent families in Saskatchewan; 29,290 led by women and 5,640 led by men. Roughly eight out of 10 lone parent families are headed by a woman.
- Between 1990 and 1995, the average income of lone parent families declined. In 1995, the average family income for female-led lone parent families was $24,165 compared to $35,978 for male-led lone parent families.
- In 1996, about half of all Aboriginal children in Regina and Saskatoon lived with a single parent, most often a mother.
- Lone parent families make up 21 per cent of all families with children aged 6 to 17, and 14 per cent of all families with children under age 6.

Violence Against Women

Violence against women in the home, in the workplace, and in society is widespread. One in four women in Saskatchewan has experienced violence at the hands of a current or former spouse. Domestic violence is not restricted to any economic class or cultural group.

- Rates of violence are known to be the highest for young women between the ages of 18 and 24.
- Boys who witness their mothers being assaulted have a much higher risk of behaviour problems, such as aggression with peers, destructive behaviour and conflict with the law, while girls often become victims of abuse themselves.
- Approximately 80 per cent of victims of criminal harassment or stalking in 1996 were women.
- In the Aboriginal community, it is estimated that as many as 60 to 70 per cent of family violence and sexual assault crimes are unreported. About 57 per cent of women who use shelters are Aboriginal.
- The reported rate of violence against women in rural Saskatchewan is 5 per cent compared to 11 per cent in urban centres.
- The majority of date and acquaintance rape victims are young women aged 16 to 24. In Saskatchewan, about 15 per cent of women reported violence at the hands of a date or boyfriend.

Unpaid Work

Women's domestic labour is essential to society, yet it is largely ignored. Women spend more time than men doing unpaid work such as housework, child care and senior care.

- In Saskatchewan in 1996, Aboriginal women were more likely than their non-Aboriginal counterparts to spend substantial amounts of time caring for both children and seniors.

- Many Saskatchewan women reported spending 60 or more hours per week in unpaid child care: 38 per cent of on-reserve First Nations women; 29 per cent of off-reserve First Nations women; 24 per cent of Metis women; and 12 per cent of non-Aboriginal women.

- In 1996 in Saskatchewan, 5,060 of the reported 6,840 unpaid family workers were women.

- Statistics Canada estimates that in 1992, the economic value of unpaid work done in the home by women was between $152 and $188 billion.

Farm Women

Farm women are increasingly being recognized for the important contributions they make to the social and economic fabric of Saskatchewan.

- Of the total number of farm operators in Saskatchewan in 1996, 14,610 (20 per cent) were women, and 58,315 were men.

- Female farm operators, on average, have a higher level of education than male operators. Female operators are slightly more likely to be involved in livestock and specialty farms, whereas male farm operators are more highly represented in grain farming.

- The average age of Saskatchewan farm operators in 1996 was 47.5 years for women and 49.4 years for men. The average age of women working in the general population is 38.5 years, a difference of almost 10 years.

- In 1996, farm women in Saskatchewan were more likely to provide unpaid child care (52 per cent compared to 45 per cent) and senior care (31 per cent compared to 24 per cent) than the general female population.

- Off-farm employment increased for both men and women between 1990 and 1995. However, a higher percentage of female farm operators (38 per cent) than male farm operators (29 per cent) reported working off the farm in 1995.

Women in Leadership Positions

A greater number of women are now employed in elected or appointed positions, or as senior decision-makers

- In the Saskatchewan Legislature, 14 of the 56 elected members are women; of the 20 cabinet ministers, seven are women.
- Approximately 8 per cent of mayors of towns, villages, resort villages and cities are women; approximately 1 per cent of rural municipality reeves are women.
- In Saskatchewan for the 1995-96 school year, female teachers were the majority in the elementary grades (90 per cent for Grade 2), about equal in Grades 7 and 8, and the minority in high school (41 per cent for Grade 11).
- As of March 1999, 199 of the 384 elected and appointed district health board members were women. Women comprised 52 per cent of the board members in total.
- Between 1990 and 1998, the number of women in government management positions increased from 25 per cent to 36 per cent.

Education

The difference in education levels of women and men are minimal. Although women have made substantial inroads into post-secondary education, they are still under-represented in industrial, technical, scientific and math-related fields of study.

- In the 1998-99 school year, women comprised 59 per cent of students in basic education and related programs delivered by SIAST, regional colleges, Dumont Technical Institute and community-based organizations.
- Women represent approximately 35 per cent of trainees in the JobStart/ Future Skills program.
- In the 1997-98 school year, enrollment rates for women in traditionally male dominated programs increased between two and three per cent at all but one SIAST campus.
- Graduate rates for women in traditionally male dominated programs at Wascana Campus increased from 10.5 per cent in 1996-97 to 23.2 per cent in 1997-98.
- Among Grade 12 students in Saskatchewan for the 1996-97 school year, female students on average achieved higher marks than male students in all subjects. In some subjects such as English, Biology and Mathematics, female students scored between 4 to 9 per cent higher than male students.

Senior Women

Economic conditions for senior women have improved considerably over the past 20 years. Since women on average live longer than men, it is important that women are financially secure in their senior years.

- Within the next 20 years in Saskatchewan, the proportion of population that is age 65 and over is projected to increase from 14 percent to 17 per cent.
- In 1996, 16 per cent of senior women and 6 per cent of senior men had incomes below the poverty line.
- By 2016, women and men aged 85 and over will make up 3 per cent of the provincial population, at a ratio of 3 women to 1 man.
- In 1997, Canadian senior men's average income was $26,150 compared to $16,070 for senior women.

Aboriginal Women

Aboriginal women face social and economic barriers related to both race and gender.

- Girls 14 and under make up 40 per cent of the female Aboriginal population, compared to 20 per cent of the female non-Aboriginal population. Fifty-nine per cent of all Aboriginal females are under 24 years old.
- In 1995, the average employment earnings of Aboriginal women working full-time, full-year were $22,697 compared to $25,353 for non-Aboriginal women.
- In 1996, 35 per cent of Aboriginal women with children under six, and 58 per cent with children over six, worked in the paid workforce. This compares to non-Aboriginal women at 74 per cent and 81 per cent respectively.
- Only 3 per cent of Aboriginal women are over 65 years of age, compared to 17 per cent of non-Aboriginal women.
- Three-quarters of Aboriginal women in Saskatchewan in 1995 had incomes of less than $15,000 compared to 12 per cent of non-Aboriginal women and 19 per cent of Aboriginal men; 21 per cent of Aboriginal women had incomes less than $1,000.
- In Saskatchewan in 1996, 19 per cent of Aboriginal women held post-secondary or trades certificates compared to 28 per cent of non-Aboriginal women. Aboriginal women are more likely than Aboriginal men to be enrolled in post-secondary educational institutions. Aboriginal women are more likely than Aboriginal men to have a university degree.

Women in Leadership Positions

A greater number of women are now employed in elected or appointed positions, or as senior decision-makers

- In the Saskatchewan Legislature, 14 of the 56 elected members are women; of the 20 cabinet ministers, seven are women.
- Approximately 8 per cent of mayors of towns, villages, resort villages and cities are women; approximately 1 per cent of rural municipality reeves are women.
- In Saskatchewan for the 1995-96 school year, female teachers were the majority in the elementary grades (90 per cent for Grade 2), about equal in Grades 7 and 8, and the minority in high school (41 per cent for Grade 11).
- As of March 1999, 199 of the 384 elected and appointed district health board members were women. Women comprised 52 per cent of the board members in total.
- Between 1990 and 1998, the number of women in government management positions increased from 25 per cent to 36 per cent.

Education

The difference in education levels of women and men are minimal. Although women have made substantial inroads into post-secondary education, they are still under-represented in industrial, technical, scientific and math-related fields of study.

- In the 1998-99 school year, women comprised 59 per cent of students in basic education and related programs delivered by SIAST, regional colleges, Dumont Technical Institute and community-based organizations.
- Women represent approximately 35 per cent of trainees in the JobStart/ Future Skills program.
- In the 1997-98 school year, enrollment rates for women in traditionally male dominated programs increased between two and three per cent at all but one SIAST campus.
- Graduate rates for women in traditionally male dominated programs at Wascana Campus increased from 10.5 per cent in 1996-97 to 23.2 per cent in 1997-98.
- Among Grade 12 students in Saskatchewan for the 1996-97 school year, female students on average achieved higher marks than male students in all subjects. In some subjects such as English, Biology and Mathematics, female students scored between 4 to 9 per cent higher than male students.

Senior Women

Economic conditions for senior women have improved considerably over the past 20 years. Since women on average live longer than men, it is important that women are financially secure in their senior years.

- Within the next 20 years in Saskatchewan, the proportion of population that is age 65 and over is projected to increase from 14 percent to 17 per cent.
- In 1996, 16 per cent of senior women and 6 per cent of senior men had incomes below the poverty line.
- By 2016, women and men aged 85 and over will make up 3 per cent of the provincial population, at a ratio of 3 women to 1 man.
- In 1997, Canadian senior men's average income was $26,150 compared to $16,070 for senior women.

Aboriginal Women

Aboriginal women face social and economic barriers related to both race and gender.

- Girls 14 and under make up 40 per cent of the female Aboriginal population, compared to 20 per cent of the female non-Aboriginal population. Fifty-nine per cent of all Aboriginal females are under 24 years old.
- In 1995, the average employment earnings of Aboriginal women working full-time, full-year were $22,697 compared to $25,353 for non-Aboriginal women.
- In 1996, 35 per cent of Aboriginal women with children under six, and 58 per cent with children over six, worked in the paid workforce. This compares to non-Aboriginal women at 74 per cent and 81 per cent respectively.
- Only 3 per cent of Aboriginal women are over 65 years of age, compared to 17 per cent of non-Aboriginal women.
- Three-quarters of Aboriginal women in Saskatchewan in 1995 had incomes of less than $15,000 compared to 12 per cent of non-Aboriginal women and 19 per cent of Aboriginal men; 21 per cent of Aboriginal women had incomes less than $1,000.
- In Saskatchewan in 1996, 19 per cent of Aboriginal women held post-secondary or trades certificates compared to 28 per cent of non-Aboriginal women. Aboriginal women are more likely than Aboriginal men to be enrolled in post-secondary educational institutions. Aboriginal women are more likely than Aboriginal men to have a university degree.

PROGRAMS

RESEARCH AND POLICY DEVELOPMENT

Program Description:

The Women's Secretariat is responsible for integrating the economic and social realities of women's lives into the development of government policies and programs. To support this integration, the Secretariat conducts and promotes gender-inclusive analysis, and participates on numerous inter-departmental committees and in Federal-Provincial/Territorial forums.

Program Goals:

The goals of the program are to:

- provide strategic leadership to the provincial government on policy issues affecting women, their families, and community life.

  To meet this goal, the Women's Secretariat reviews a wide range of statistical information and literature to analyze social, economic and demographic trends. This work includes developing and promoting the use of indicators in gender-inclusive analysis and policy analysis that respects diversity.

- provide information and analysis that can be used by members of the public, women's groups and other community-based organizations that work to promote women's equality.

- provide a Saskatchewan perspective in the development of national strategies to advance women's social and economic equality.

Areas of Focus:

Provided gender-inclusive analysis on key issues and concerns that affect women.

Economic Equality and Security

- ***Economic Indicators***

  Led the Federal-Provincial/Territorial work on economic gender equality indicators. This innovative set of indicators provides a comprehensive picture of women's social and economic status, and can be used to monitor changes and trends over time. This information is crucial to the development of gender sensitive public policy.

- ***Pay Equity***

  Worked on the expansion of the Equal Pay for Work of Equal Value and Pay Equity Policy Framework to the health sector.

  The Secretariat continues to provide advice

to government workplaces implementing pay equity. It also has representation on the Compensation Review Committee responsible for implementing the Policy Framework.

- ***Public Pension System***

  Led the Federal-Provincial/Territorial Working Group's research and impact analysis of the proposed seniors benefit on women.

  The Secretariat conducted research and prepared an impact analysis of the changes to survivor benefits made under the terms of the 1997 Canada Pension Plan Accord.

  Research and analysis was conducted on the importance of the public pension system to women and the implications of privatization in the Canadian context.

Equality and Diversity

- ***Aboriginal Women's Profile***

  Completed research, a literature review and personal interviews, and began the process of producing a profile on the economic and social status of Aboriginal women in Saskatchewan.

- ***Aboriginal Government Employees Network (AGEN)***

  Participated on the Provincial Steering Committee and facilitated one day of the annual AGEN conference.
  The Steering Committee is comprised of Aboriginal representatives from government departments, Crowns, Treasury Board agencies and commissions. It works in partnership with government to increase employment opportunities for, and the retention of Aboriginal people.

- ***Disability Issues Steering Committee and Disability Lens***

  Participated on the Officials Steering Committee on Disability Issues. This committee will manage the development and implementation of a Disability Action Plan.

  Part of the work included the initiation of a disability lens, a tool to help government decision-makers develop policies and programs that address disability issues and concerns.

- ***Lone Parent Women***

  Completed research and prepared an internal report analyzing the issues facing lone parent families and the supports available to them.

- ***Rural and Farm Women***

  Conducted research on the historical contribution of farm women in rural Saskatchewan, and undertook an analysis of issues concerning rural women today.

- ***Seniors and the International Year of Older Persons***

  Participated on the Interdepartmental Co-ordinating Committee on Seniors, responsible for co-ordinating provincial

government activities to commemorate the International Year of Older Persons – 1999.

Interdepartmental Planning and Programming

- ***Document Review***

  Reviewed documents, proposals and briefs to determine potential impacts on women.

- ***Action Plan for Children and Early Childhood Framework***

  Provided research and analytical support to the Action Plan for Children Steering Committee. The Action Plan is a long-term provincial strategy that provides an integrated approach to government and community-based programming for children, youth and families.

  Another component of the Action Plan was the development of the Early Childhood Framework, a comprehensive service delivery strategy for young children and their families.

- ***Human Services Integration***

  Participated in the Assistant Deputy Ministers' Forum on Human Services Integration that is connected with the Regional Intersectoral Committees (RICs) throughout Saskatchewan. Staff from the Women's Secretariat participate directly in the Regina RIC.

Other Activities and Projects

- ***Committee Participation***

  In addition to the other committees mentioned, the Secretariat participated on a wide variety of committees and projects dealing with the following issues:

  - employment equity
  - human rights
  - health
  - family violence and violence against women
  - criminal harassment (stalking)
  - harassment and discrimination
  - victims services
  - gender equality in the justice system
  - custody and access
  - poverty
  - taxation and income supports
  - Metis and other off-reserve Aboriginal peoples
  - community development

- ***Status of Women Ministers' Conference***

  Attended the annual Status of Women Ministers' Conference in Iqaluit, Northwest Territories.

  Addressed key issues such as pension reform; economic gender equality indicators; custody and access; criteria for federal funding of women's groups; taxation; and violence against women.

M121

IMPORTANT NOTE CONCERNING THE FOLLOWING PAGES

THE PAGES WHICH FOLLOW HAVE BEEN FILMED TWICE IN ORDER TO OBTAIN THE BEST REPRODUCTIVE QUALITY

USERS SHOULD CONSULT ALL THE PAGES REPRODUCED ON THE FICHE IN ORDER TO OBTAIN A COMPLETE READING OF THE TEXT.

REMARQUE IMPORTANTE CONCERNANT LES PAGES QUI SUIVENT

LES PAGES SUIVANTES ONT ÉTÉ REPRODUITES EN DOUBLE AFIN D'AMÉLIORER LA QUALITÉ DE REPRODUCTION

LES UTILISATEURS DOIVENT CONSULTER TOUTES LES PAGES REPRODUITES SUR LA FICHE AFIN D'OBTENIR LA LECTURE DU TEXTE INTÉGRAL

micromedia
a division of IHS Canada

20 Victoria Street
Toronto, Ontario M5C 2N8
Tel.: (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

- ***Information Requests and Presentations***

  Responded to requests from the public, as well as other government departments and agencies, for information concerning Saskatchewan women.

  Presentations on gender-inclusive analysis and the economic status of Saskatchewan and Canadian women were also conducted at the University of Regina and the University of Saskatchewan.

Future Plans:

- Continue to develop strategies to facilitate policy co-ordination of government programs and policies affecting women.
- Further integrate gender-inclusive analysis into government policy and program development processes.
- Update the Economic Gender Equality Indicators in fall 1999, and expand on the unpaid work component.
- Continue to develop policy options based on the economic indicators established for Saskatchewan women.
- Take leadership on public policy by convening roundtable discussions with other government departments, stakeholders and selected community-based groups on the public pension system, and the use of indicators as tools for policy and decision-making.
- Continue to participate in discussions and monitoring of federal pension reform and the triennial review process.
- Complete the development of a report that provides an economic and social profile of First Nations and Metis women.

- ***Information Requests and Presentations***

  Responded to requests from the public, as well as other government departments and agencies, for information concerning Saskatchewan women.

  Presentations on gender-inclusive analysis and the economic status of Saskatchewan and Canadian women were also conducted at the University of Regina and the University of Saskatchewan.

Future Plans:

- Continue to develop strategies to facilitate policy co-ordination of government programs and policies affecting women.
- Further integrate gender-inclusive analysis into government policy and program development processes.
- Update the Economic Gender Equality Indicators in fall 1999, and expand on the unpaid work component.
- Continue to develop policy options based on the economic indicators established for Saskatchewan women.
- Take leadership on public policy by convening roundtable discussions with other government departments, stakeholders and selected community-based groups on the public pension system, and the use of indicators as tools for policy and decision-making.
- Continue to participate in discussions and monitoring of federal pension reform and the triennial review process.
- Complete the development of a report that provides an economic and social profile of First Nations and Metis women.

COMMUNICATIONS AND PUBLIC EDUCATION

Program Description:

The Women's Secretariat is committed to informing Government, community-based women's organizations, and the general public about key issues that affect the economic, social and political lives of Saskatchewan women.

Program Goal:

The goals of the communications program are to:

- publish a range of information to promote gender equity such as research documents, statistical analysis and gender-inclusive analyses;
- educate the public about key issues which affect women's lives in order to create positive changes in attitudes and behaviours;
- establish and maintain effective communications with women's groups, to ensure their views are considered in government decision-making on issues of concern.

Activitites:

Special Initiatives, Events and Activities

- ***Women's Organizations On Line: An Internet Access and Training Program***

  Administered the second year of a grant program designed to provide women's equality seeking organizations access to the Internet and new communications technologies.

- ***Ordinary Lives – Extraordinary Women: Celebrating Rural and Farm Women in Saskatchewan***

  Developed a historical poster and companion piece profiling the work and contributions of farm women in Saskatchewan.

  Networking opportunities were also provided through partnership initiatives that assisted key rural and farm women's organizations to communicate information on issues of concern to their respective memberships.

  The Secretariat hosted a forum to bring together the three key rural and farm women's organizations to discuss issues of common concern, and to develop collective strategies for action.

  Work was initiated to develop a resource document profiling current rural and farm women from across the province.

- ***Women's History Month - October***

  Developed and distributed a calendar of provincial events and a poster and companion piece entitled *Ordinary Lives, Extraordinary Women - Celebrating Rural and Farm Women in Saskatchewan: A Look Back at Our History.*

  Women's History Month celebrates women's contributions to Canada's development, past and present.

- ***Family Violence and Violence Against Women***

  Compiled and distributed information on family violence to all Members of the Legislative Assembly. This initiative was a component of a three-year (1997-2000), inter-agency Family Violence Policy Framework and Strategy.

  The strategy emphasizes prevention and public awareness, support and/or redesign of existing services, and the development of alternative justice services.

  The Secretariat was provided funds to support community-based, anti-violence initiatives. Grants were provided for a number of initiatives such as wallet cards outlining sexual assault services, anger management sessions, parenting course, complainants guide for sexual harassment victims, and a public education poster campaign on family violence.

  The Secretariat provided support to the Farm Stress Unit of Agriculture and Food to complete the development of its Human Resource Directory on the Internet. The Directory lists community services and programs including those related to family violence. The site is accessible at www.agr.gov.sk.ca/shsd/home.htm

- ***Purple Ribbon Awareness Week***

  Arranged for the Minister to proclaim Purple Ribbon Awareness Week May 3 to 9, at the request of the Saskatchewan Battered Women's Advocacy Network.

  Ribbons were distributed to members of the Legislature and a news release was distributed to media.

  Purple Ribbon Awareness Week recognizes violence against women.

- ***Battered Women's Awareness Week***

  Arranged for the Minister to proclaim Battered Women's Awareness Week November 30 to December 6, at the request of the Provincial Association of Transition Houses of Saskatchewan.

  The designated week incorporated December 6, Canada's National Day of Remembrance and Action on Violence Against Women. This day commemorates the violent deaths of 14 young women in Montreal in 1989.

In addition, the Federal-Provincial/Territorial Ministers Responsible for the Status of Women on violence against women released a declaration that reaffirmed their commitment to work on this issue; outlined a vision of safe, healthy communities; and described the beliefs guiding work to end violence against women.

The week also included the White Ribbon Campaign. White Ribbons were distributed to men by the campaign and are used as a symbol to end male violence.

A special issue of the Secretariat's newsletter was produced and approximately 4,500 copies were distributed to individuals and organizations.

- ***Sexual Harassment - A Guide for Complainants***

  Researched, developed and distributed a resource document that provides clear and concise information about the options and processes available to individuals seeking to address and resolve situations of sexual harassment in the workplace.

- ***Sexual Harassment Prevention***

  Provided a number of sexual harassment prevention services such as:
  - consultations regarding workplace policy and practice;
  - educational strategies;
  - awareness and prevention workshops;
  - manager/supervisor training;
  - facilitator training;
  - public information sessions, and
  - publications and resources.

- ***Indian and Metis Girls Exploring Trades and Technology (IMGETT)***

  Worked in partnership with the IMGETT Committee to plan and co-ordinate the official launch of an educational kit entitled *Choosing the Beat of Her Own Drum.* The kit is designed to encourage young Indian and Metis women to consider careers in science, trades and technologies.

  The launch included presentations by officials, a viewing of the kit video, hands-on displays, and a joint news release. About 200 persons attended the launch.

- ***Saskatchewan Women's Directory***

  Produced the 1998 edition of the *Saskatchewan Women's Directory.* The directory contains a cross-referenced listing of women's organizations, including a brief description of the services each provides, as well as the main contact address. The directory was distributed to over 4,000 individuals, groups and organizations.

  Initiated the process for putting the Directory on the Secretariat's Internet web site.

- ***50th Anniversary of the Declaration of Human Rights – December 10***

  Participated on the inter-agency, 50th Anniversary of the Declaration of Human Rights Committee. Assisted in the development of the committee's communications strategy, outreach materials inviting public participation, and news

release for the official launch in the Legislature.

The 50th Anniversary was an opportunity to recognize human rights progress since the Universal Declaration was adopted, and to reflect on the challenges that remain as we work towards achieving the fundamental rights to which all people are entitled.

- ***International Women's Day (IWD) - March 8***

  Developed and distributed a new publication entitled *Sexual Harassment: A Guide for Complainants* to approximately 9,000 organizations and individuals across the province.

  Other activities included advertisements, a news release and events list, displays and a number of speaking engagements.

  International Women's Day recognizes achievements women throughout the world have made in pursuit of economic, political and social equality of women.

- ***Gender-Inclusive Analysis***

  Developed and delivered a participatory workshop for government policy-makers and decision-makers, to further explore the principles of gender-inclusive analysis, and to consider how policies and programs can be designed to ensure equitable results for both women and men.

Publications

Developed and produced a number of publications and information materials on issues related to women:

- *1998 Saskatchewan Women's Directory*
- *Sexual Harassment: A Guide for Complainants*
- *Ordinary Lives - Extraordinary Women: Celebrating Rural and Farm Women in Saskatchewan* poster and companion piece.
- *Impact Newsletters - Spring and Winter, 1998*
- *Annual Report - 1997-98*

Workshops and Presentations

Developed and delivered workshops and public presentations on a variety of topics including:

- sexual harassment
- gender-inclusive analysis
- pay equity and wage gap
- role of the Women's Secretariat
- effectively presenting issues to government
- gender equality issues

Displays and Exhibits

Attended events to provide information and to address questions about women's issues. The Secretariat's display focuses on the strength and diversity of women at work, at home, in sports and in the community.

M121

IMPORTANT NOTE CONCERNING THE FOLLOWING PAGES

THE PAGES WHICH FOLLOW HAVE BEEN FILMED TWICE IN ORDER TO OBTAIN THE BEST REPRODUCTIVE QUALITY

USERS SHOULD CONSULT ALL THE PAGES REPRODUCED ON THE FICHE IN ORDER TO OBTAIN A COMPLETE READING OF THE TEXT.

REMARQUE IMPORTANTE CONCERNANT LES PAGES QUI SUIVENT

LES PAGES SUIVANTES ONT ÉTÉ REPRODUITES EN DOUBLE AFIN D'AMÉLIORER LA QUALITÉ DE REPRODUCTION

LES UTILISATEURS DOIVENT CONSULTER TOUTES LES PAGES REPRODUITES SUR LA FICHE AFIN D'OBTENIR LA LECTURE DU TEXTE INTÉGRAL

micromedia
a division of IHS Canada

20 Victoria Street
Toronto, Ontario M5C 2N8
Tel.: (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

Information Distribution

- Distributed the Gender-Inclusive Analysis Guidebook and Overview to 750 government organizations and unions across the province.

- Distributed 9,000 copies of the sexual harassment complainants' guide to organizations and individuals across the province.

- Distributed 650 copies of the 1996-97 Annual Report to provincial libraries, women's organizations, Crown Corporations, and government departments and agencies.

- Distributed two issues of the Secretariat's community newsletter *Impact* to approximately 4,200 individuals and organizations.

- Distributed 4,000 copies of the 1998 Saskatchewan Women's Directory to various organizations across the province.

- Distributed 800 copies of the calendar of provincial events, and 3,200 copies of a rural and farm women historic poster and companion piece to provincial organizations.

- Provided information and referral services to the public and other government departments on issues that impact women. Requests included providing statistics, background research and resource materials, as well as issue clarification and program referrals.

Future Plans:

- Publish a resource document profiling current rural and farm women from across the province.

- Publish a document profiling Saskatchewan Aboriginal women.

- Develop and deliver a series of workshops to assist women's groups in enhancing their ability to work on status of women issues.

- Develop a series of fact sheets on a variety of women's economic issues.

- Release of the Federal-Provincial/ Territorial Family Violence Framework on violence against women.

Information Distribution

- Distributed the Gender-Inclusive Analysis Guidebook and Overview to 750 government organizations and unions across the province.
- Distributed 9,000 copies of the sexual harassment complainants' guide to organizations and individuals across the province.
- Distributed 650 copies of the 1996-97 Annual Report to provincial libraries, women's organizations, Crown Corporations, and government departments and agencies.
- Distributed two issues of the Secretariat's community newsletter *Impact* to approximately 4,200 individuals and organizations.
- Distributed 4,000 copies of the 1998 Saskatchewan Women's Directory to various organizations across the province.
- Distributed 800 copies of the calendar of provincial events, and 3,200 copies of a rural and farm women historic poster and companion piece to provincial organizations.
- Provided information and referral services to the public and other government departments on issues that impact women. Requests included providing statistics, background research and resource materials, as well as issue clarification and program referrals.

Future Plans:

- Publish a resource document profiling current rural and farm women from across the province.
- Publish a document profiling Saskatchewan Aboriginal women.
- Develop and deliver a series of workshops to assist women's groups in enhancing their ability to work on status of women issues.
- Develop a series of fact sheets on a variety of women's economic issues.
- Release of the Federal-Provincial/ Territorial Family Violence Framework on violence against women.

WOMEN'S COMMUNITY LIAISON

Program Description:

The Women's Secretariat liaises with women's groups and community organizations.

Program Goal:

Contact with women's groups and community groups allows the Secretariat to:

- gain a better understanding of their concerns;
- reflect issues and concerns to the respective areas of government;
- provide groups with information about provincial and federal government initiatives, programs and policies; and
- support and assist organizations that work for equality for women.

Activities:

Capacity Building Strategy

Hosted and facilitated sessions on government decision-making for women's organizations located in the communities of Regina, Prince Albert and Saskatoon. The Secretariat co-facilitated a seminar on writing funding proposals for the Aboriginal Women's Council in Prince Albert.

Breast Cancer Action Saskatchewan

Provided planning support for and facilitated a one-day meeting of stakeholders to develop both an action plan for dissemination of newly developed resources, and to establish a local steering committee for a national breast cancer initiative aimed at community capacity building.

Women's Organizations On Line

Completed the grant component of the Women's Organizations On Line Program. Ninety-one organizations received funding for Internet access and training.

Part of the program included the development of the Women's Secretariat Internet site. The site address is www.womensec.gov.sk.ca.

A total of $775,000 was expended on the program. An evaluation will be completed in the next fiscal year.

Farm and Rural Women

Undertook a special initiative to profile rural and farm women in Saskatchewan. One component was the publishing of a historical poster and companion piece. Another key component was partnering with the Women's Committee of the National Farmers Union, the Saskatchewan Women's Agricultural Network and the Saskatchewan Women's Institutes to host the *Uniting Farm and Rural Women: Strategies for Action Forum.*

The Forum provided an opportunity for organizational representatives to discuss issues of common concern and to develop collective strategies for action.

The final component to be completed in the upcoming fiscal year is a current profile of Saskatchewan's rural and farm women.

Saskatchewan Women in Trades and Technology (SaskWITT)

Provided advisory support to SaskWITT in developing an organizational response to the *Human Resource Development Strategy Framework Document.* This document was drafted by the Provincial Apprenticeship Board as part of the apprenticeship renewal process.

Aboriginal Women's Issues

Interviewed Aboriginal women from across the province to determine their major issues and concerns. This information will be used to guide the Secretariat in its capacity building efforts. Some of the comments made by individual women will be published in a document profiling Saskatchewan Aboriginal women.

Prairie Women's Health Centre of Excellence (PWHCE)

The Secretariat represented the provincial government as an ex-officio member on the PWHCE Board of Directors.

The Centre conducts policy-oriented and community related research aimed at improving the health status of Canadian women.

Violence Against Women

Participated on the RESOLVE committee (Research and Education for Solutions to Violence and Abuse), a regional research network involving the three provincial prairie provinces. All research is interactive with community partners to ensure that research resources are used in the most effective manner.

Ongoing Liaison

Liaised on a regular basis with a number of women's and community groups working in the following areas:

- violence against women
- pay equity
- poverty
- women in trades and technologies
- women's unpaid work
- women and the paid workforce
- domestic workers
- Francophone women
- balancing work and family responsibilities
- minimum wage
- racialized women
- First Nations and Metis women
- women with disabilities

Future Plans:

- Develop and deliver a number of skill building sessions for women's organizations, as a method to address changes in the social and economic environment.

- Complete the evaluation of the Women's Organizations On Line Project.

The final component to be completed in the upcoming fiscal year is a current profile of Saskatchewan's rural and farm women.

Saskatchewan Women in Trades and Technology (SaskWITT)

Provided advisory support to SaskWITT in developing an organizational response to the *Human Resource Development Strategy Framework Document.* This document was drafted by the Provincial Apprenticeship Board as part of the apprenticeship renewal process.

Aboriginal Women's Issues

Interviewed Aboriginal women from across the province to determine their major issues and concerns. This information will be used to guide the Secretariat in its capacity building efforts. Some of the comments made by individual women will be published in a document profiling Saskatchewan Aboriginal women.

Prairie Women's Health Centre of Excellence (PWHCE)

The Secretariat represented the provincial government as an ex-officio member on the PWHCE Board of Directors.

The Centre conducts policy-oriented and community related research aimed at improving the health status of Canadian women.

Violence Against Women

Participated on the RESOLVE committee (Research and Education for Solutions to Violence and Abuse), a regional research network involving the three provincial prairie provinces. All research is interactive with community partners to ensure that research resources are used in the most effective manner.

Ongoing Liaison

Liaised on a regular basis with a number of women's and community groups working in the following areas:

- violence against women
- pay equity
- poverty
- women in trades and technologies
- women's unpaid work
- women and the paid workforce
- domestic workers
- Francophone women
- balancing work and family responsibilities
- minimum wage
- racialized women
- First Nations and Metis women
- women with disabilities

Future Plans:

- Develop and deliver a number of skill building sessions for women's organizations, as a method to address changes in the social and economic environment.

- Complete the evaluation of the Women's Organizations On Line Project.

FINANCIAL STATEMENT

Saskatchewan Women's Secretariat - Total Expenses and Employees
{$ Amounts in Thousands of Dollars, Employee Counts in Full-Time Equivalents (F.T.E.)}

Expenses	1998-99 Budget $	1998-99 Budget F.T.E.	1998-99 Actual $	1998-99 Actual F.T.E.
Total	1,535	13.0	1,521	13.3

Full-Time Equivalents refers to number of full-time positions.

The Women's Secretariat's budget includes the following areas:

1. **Policy Co-ordination and Communications**

   Integrate women's issues into government planning and decision-making through research and policy analysis. Inform key stakeholders and the public about issues that affect the economic, social and political lives of women.

Expenses	1998-99 Budget $	1998-99 Budget F.T.E.	1998-99 Actual $	1998-99 Actual F.T.E.
Total	1,459	13.0	1,446	13.3

FINANCIAL STATEMENT

2. Accommodation and Central Services

Provides for payments to Saskatchewan Property Management Corporation for office accommodation, mail and photo services, records management and minor renovation services.

Expenses	1998-99 Budget $	1998-99 Budget F.T.E.	1998-99 Actual $	1998-99 Actual F.T.E.
Total	76	N/A	75	N/A

Explanation of difference between the budget and the actual: postage amounts were less than budgeted.

FINANCIAL DECLARATION

Management is responsible for the integrity of the financial data reported by the department. Fulfilling this responsibility requires the preparation and presentation of financial information and other data in accordance with the guidelines developed by the Department of Finance, with any exceptions specifically noted.

Management uses internal accounting controls and applies department-wide policies and procedures identified in the Financial Administration Manual and the Treasury Board Accounting and Reporting Manual.

Management also exercises its best judgement in order that such documents accurately and fairly reflect the activities of the department and the uses of the financial resources provided to the department.

Management believes that the existing internal controls provide reasonable assurance that assets are safeguarded and that the financial records are reliable for preparing financial information and maintaining accountability for assets.

On behalf of Management,

Joanne Crofford
Minister Responsible for the
Status of Women
Saskatchewan Women's Secretariat

Faye Rafter
Executive Co-ordinator
Saskatchewan Women's Secretariat

Integrating Diversity

The Saskatchewan Women's Secretariat is a leader and promoter of diversity in the workplace. Diversity to the Women's Secretariat means a fair and equitable workplace that recognizes, understands, accepts and respects people's differences, and is sensitive to individuals or groups of people whose participation has been denied.

How does the Secretariat include diversity in and outside the workplace?

The Secretariat has adopted a set of values to guide its work practices. This includes the respect and acceptance of other people's opinions and life situations. It also involves the incorporation of employment equity practices that work to reduce the barriers to employment of four designated groups – women in management and non-traditional occupations, Aboriginal people, people with disabilities, and members of visible minority groups.

The Secretariat is the central advocate for women in government. It works to ensure that issues affecting women's lives are considered in the development of government programs, policies and legislation. To this end, the Secretariat has developed policy tools to assist decision-makers in this process.

The Secretariat has also been instrumental in the development and implementation of a pay equity policy for government. Pay equity ensures that women and men receive equal pay for work of equal value. It addresses the undervaluing and underpaying of certain types of work, traditionally women's work, and ensures that individuals are paid according to what the job is worth.

The Secretariat strives to accommodate family-friendly workplace practices such as job sharing arrangements, flexible work hours, and family leave into the workplace. The Secretariat recognizes that employees are often faced with competing demands at work and in the home, and realizes the benefits of a positive workplace environment.

To promote diversity, the Women's Secretariat provides on request, a number of workshops and public presentations on topics such as sexual harassment, pay equity, violence against women, the status of Saskatchewan women, women in management, gender awareness, employment equity, balancing work and family, and communicating with respect.

Accepting and accommodating people's differences produces a happier, healthier and more productive workplace. To achieve this goal, the Women's Secretariat holds regular diversity awareness sessions for all staff. Staff gain a better understanding of diversity and inclusiveness, which helps them do a better job for the people they serve.

Definitions:

Capacity Building

Working with women's organizations to increase their capacity to participate in decision-making processes and bring about change.

Economic Security

Building and safeguarding the capacity to meet economic needs, even when individuals cannot provide these needs. Social programs and income supports are important elements of women's economic security.

Economic Independence

It requires equal access to a full range of economic opportunities, resources and benefits, so women may make the best decisions for themselves and their families throughout their lifetime.

Employment Equity

Ensuring that all members of society have fair and equal access to employment, training and advancement, and a positive work environment. It involves developing special measures and removing barriers for groups currently under-represented in the workforce.

Family-Friendly Workplace

An organization that provides workplace supports that help employees accommodate the conflicting demands of work and home. It is also referred to as balancing work and family responsibilities.

Domestic Violence

An abusive act by one family member against another family member. Violence can take many forms - psychological, sexual, emotional, physical or spiritual. It includes neglect, isolation and financial exploitation.

Gender-Inclusive Analysis

Process used to examine the differential impacts programs and policies have on women and men.

Gender Equity

Ensuring that women and men have equity of access to opportunities, benefits and results in all areas of life.

Gender Socialization or Sex-Role Stereotyping

The learning process about different behavioural expectations society places on boys and girls, men and women.

Pay Equity

Employees receive the same pay when jobs are determined to be equal in value. Value is determined by evaluating the composite of the skill, effort and responsibility required to do a job, as well as the conditions under which the work is conducted.

Pension Reform

In the context of current pension reform, several issues are of particular concern to women. Considerations include: pension splitting following marriage breakdown, survivors benefits, pension programs for part-time workers (the majority are women), vesting periods, and portability of pensions from employer to employer.

Sexual Harassment

Any unwanted and unwelcomed behaviour that insults or intimidates on the basis of gender. It may be verbal, physical, visual or psychological. It may be one incident or a series of incidents. It is conduct that has been objected to or that a reasonable person should know would be unwelcomed. It is against the law.

Wage Gap

Difference in earnings between men and women. Several factors contribute to the wage gap such as education, workplace segregation, unionization, hours of work, age, marital status, presence of children, gender discrimination, racial and cultural backgrounds, and disability.

Wage Parity

Employees are paid the same amount of pay for the same or similar work.